

HANDOUT**Practicing Attending, Inquiring, and Reflecting****Time**

You have **30** minutes for this exercise.

Objectives

To give team leaders the opportunity to practice behaviors of attending and inquiring and receive feedback concerning their performance.

Directions

1. Review this exercise as a group and ensure that your group understands what tasks it must complete.
2. Each team member selects a topic from the list below to discuss with another team member:
 - What challenges do you anticipate with leading your natural work team.
 - How you think your organization could improve its performance.
 - What changes you anticipate in your job responsibilities over the next five years.
 - Where do you think people in your organization waste the most time.
 - The most difficult coworker you have ever worked with.
 - What keeps people from listening to you.
3. Arrange the team in a circle. Start with any member. That person uses the topic that he/she has selected from Step 2 and talks to the person to his/her left for **two minutes** (*please keep track of the time*). The person being spoken to is responsible for using the attending, inquiring, and reflecting behaviors during the interaction. The rest of the group records its observations on the *Observation Sheet*. At the end of each interaction, each group member uses the sheet to give feedback to the person being observed.
4. Discuss your experience in this exercise and bring any questions to the larger group.